



**INVITATION FOR BIDS
FOR CART PATH CONSTRUCTION
AT MIACOMET GOLF COURSE
12 WEST MIACOMET ROAD
NANTUCKET, MA 02554**

The Nantucket Islands Land Bank ("Land Bank"), through its Commission, the Awarding Authority, invites qualified bidders to submit bids for the construction of 10,829 L.F. of new asphalt golf cart paths at Miacomet Golf Course. Phase 1 of the work (north side) must be completed by **May 13, 2016**. Phase 2 (south side) must be completed by **May 5, 2017**.

I. GENERAL INFORMATION

1. In order to ensure receipt of all addenda and supplemental materials related to this bid package, all bidders must register with (email preferred):

Jesse Bell, Assistant Director
Nantucket Islands Land Bank
22 Broad Street, Nantucket, MA 02554
Phone: (508) 228-7240
Email: jbelle@nantucketlandbank.org

2. Bids can be obtained from and will be accepted at the Nantucket Islands Land Bank, 22 Broad Street, Nantucket, MA 02554, until **4:00 PM, March 4, 2016** and be publicly opened forthwith for this invitation for bid is issued in accordance with M.G.L. c.30, §39M. Two copies of the bid are required.
3. The bid envelope must be sealed and clearly marked:

Miacomet Golf Cart Path Construction

4. Award date. Award will be made within thirty (30) days after bid opening unless otherwise stated in the specifications or the time for award is extended by mutual consent of all parties. All bids submitted shall be valid for a minimum period of forty-five (45) calendar days following the date established for acceptance.
5. If any changes are made to this IFB, an addendum will be issued. Addenda will be emailed to all bidders on record as having requested the IFB. Each responder shall acknowledge receipt of any and all addendum issues by submitting acknowledgment forms provided with any Addenda. **Failure to do so shall be cause to reject the submittal as being unresponsive.**

6. Questions concerning this IFB must be submitted in writing to: Jesse Bell, Assistant Director, 22 Broad Street, Nantucket, MA 02554 **before 4:00 PM, February 26, 2016**. Questions may be delivered, mailed, faxed or emailed to jbell@nantucketlandbank.org. Written responses will be emailed to all bidders on record as having requested the IFB in the form of addenda that must be acknowledged and will be posted on the Town of Nantucket's website at www.nantucket-ma.gov on the Procurement page.
7. Bids may be modified, corrected or withdrawn only by written correspondence received by the Nantucket Islands Land Bank prior to the time and date set for the bid opening. Bid modifications must be submitted in a sealed envelope clearly labeled "Modification No. ____" and must reference the original IFB.
8. After the bid opening, a bidder may not change any provision of the bid in a manner prejudicial to the interests of the Land Bank or fair competition. Minor informalities will be waived or the bidder will be allowed to correct them. If a mistake and the intended bid are clearly evident on the face of the bid document, the mistake will be corrected to reflect the intended bid, and the bidder will be notified in writing; the bidder may not withdraw the bid. A bidder may withdraw a bid if a mistake is clearly evident on the face of the bid, but the intended correct bid is not similarly evident.
9. The Land Bank reserves the right to reject any and all bids and to waive any informality in bids received whenever such rejection or waiver is in its best interest.
10. The Land Bank will not be responsible for any expenses incurred in preparing and submitting bids. All bids shall become the property of the Nantucket Islands Land Bank.
11. Responders must be willing to enter into the Land Bank's standard form of contract that will include the service description of this IFB.
12. Bidders **must submit a bid deposit of five percent (5%) of the amount of the base bid**. Bid deposit may be in the form of a certified check; a bank, treasurer's or cashier's check; or a bid bond from a surety company.
13. The successful bidder **must provide a one hundred percent (100%) payment bond and one hundred percent (100%) performance bond from a surety company licensed in Massachusetts payable to the Nantucket Islands Land Bank within ten (10) days of the notification of the contract award**.
14. The bid, and any subsequent contract for the services, is hereby issued in accordance with applicable Massachusetts General Laws. The selected bidder shall be expected to comply with all applicable state and federal laws in the performance of their services.
15. Bids received prior to the date of opening will be securely kept, unopened. No responsibility will attach to an officer or person for the premature opening of a bid not properly addressed and identified.

16. Any bids received after the advertised date and time for opening will be returned to the responder unopened.
17. Purchases by the Land Bank are exempt from federal, state and municipal sales and/or excise taxes. Upon request, the successful bidder will receive an Exempt Purchaser Certificate (Form ST-5) in order to exclude sales tax from purchases made in connection with this project.
18. Unexpected closures. If, at the time of the scheduled bid opening, the Land Bank office is closed due to uncontrolled events such as fire, snow, ice, wind or building evacuation, the bid opening will be postponed until **4:00 PM** on the next normal business day. Bids will be accepted until that date and time.
19. The Land Bank is an Affirmative Action/Equal Opportunity Employer. The Land Bank encourages bids from qualified MBE/DBE/WBE firms.
20. Bidders should be aware that many overnight mailing services do not guarantee service to Nantucket.
21. **Payment of Prevailing Wages.** Pursuant to Massachusetts General Laws, c.149, §§ 26 and 27, the Division of Occupational Safety (formerly the Department of Labor and Industries) has determined the prevailing wage rates for this work. The attached prevailing wage schedule applies only to this work and shall become part of the contract signed between the successful bidder and the awarding authority or the contract is invalid. Prevailing wages must be paid to all persons employed on the public works project, regardless of whether they are employed by the successful bidder or a subcontractor. The wage rates issued for each project shall be paid for the entire project. Payroll records must be kept by the successful bidder for all persons employed on the project. A separate Statement of Compliance must be submitted to the Division of Occupational Safety by every employer, including all prime contractors and subcontractors, when its portion of the work is completed. The enclosed form entitled "Weekly Payroll Records Report and Statement of Compliance" clearly details these requirements. A certified payroll must be submitted to the Land Bank office for each week work is performed for the Land Bank under this contract.
22. **OSHA.** The successful general bidder must certify that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration (OSHA) that is at least 10 hours in duration at the time the employee begins work and shall furnish documentation of successful completion of said course with the first certified payroll report for each employee. Any employee found on the worksite without documentation of successful completion of a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration shall be subject to immediate removal.
23. The contract issued as a result of this Invitation for Bids will be valid until the project is completed and no later than June 30, 2017.
24. Bidders must be currently prequalified by MassDOT, Highway Division in the specified class of work with a single contract limit greater than or equal to the project value.

II. QUALITY REQUIREMENTS

Quality requirements are yes or no standards that are applied to this bid and essential for the contract. If the contractor does not meet a quality requirement the bid will be rejected as nonresponsive and will be eliminated from further consideration.

1. Bidder must provide all of the items described in Section III and comply with all of the bid submission requirements listed in Section II.
2. Contractor must have been regularly and actively engaged in the asphalt paving business, operating under the same business name and business organization structure; and performing the type of work described above under "SCOPE OF WORK" for a minimum of five (5) years.
3. Contractor must be prequalified by MassDOT and must be listed on the Official Contractor Bid List issued by MassDOT.
4. Contractor shall be registered as a business with the office of the Secretary of Commonwealth in the business category of roadway/highway resurfacing, paving or similar category directly related to the work required.
5. The contractor shall have sufficient labor and equipment available to perform the work at the time of the bid opening. Additional qualifications and equipment requirements are included in the specifications.

III. SCOPE OF WORK

MIACOMET GOLF COURSE ("MGC")
NANTUCKET, MASS.

PROJECT SPECIFICATIONS

FOR

GOLF CART PATH
PAVING PROJECT

(estimated linear length: 10,829 ft.±)

February 17, 2016

B-7280



PREPARED BY
BLACKWELL & ASSOCIATES, INC.
PROFESSIONAL SURVEYORS & CIVIL ENGINEERS
20 TEASDALE CIRCLE
NANTUCKET, MASSACHUSETTS 02554
(508) 228-9026
www.blackwellsurvey.com

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INSTRUCTIONS TO CONTRACTORS

Contractor: Successful bidding contractor

Owner: Nantucket Islands Land Bank

Owner's Agent: Leo Asadoorian of Blackwell & Associates, Inc. (BA) or his designee

MGC Superintendent: Sean Oberly

All work shall comply with the approved Shop Drawings (SD) as supplied to the contractor by Owner's Agent. No revisions will be allowed without written approval from Owner's Agent. Contractor shall comply with all notes and specifications. In the event of conflict between the SD and specifications or within themselves, Owner's Agent will decide which conflicting requirements govern, and such decision shall be final.

Contractor must, as required by law, have full Workman's Compensation coverage for employees engaged in the work. Contractor must also have Public Liability Insurance for Personal Injury and Property Damage Insurance. If Contractor sublets any portion of his work, then he shall also provide Contractor's Protective Liability Insurance and Contractor's Protective Property Damage Insurance. Proof of the above insurance requirements must be made to owner in writing before contractor is accepted for project. The specific requirements for insurance coverage are listed under section III (I) of this IFB, however Owner reserves the right to have Contractor increase the limits of coverage if it deems it necessary.

Contractor will be required to construct the proposed Golf Cart Path within the parameters marked out on the ground by the Owner and his agents or by their existing locations. The aerial photographs held by the Owner, show limits and locations of proposed cart path paving within the property known as Miacomet Golf Course.

Contractor will be required at all times to protect the existing golf course from damage due to errant vehicle traffic beyond the limits of work. Any damage done that is deemed negligent will be required to be repaired by the contractor at his own expense. Procedure and methodology to repair such damage will be determined by Owner's Agent and MGC Superintendent.

Contractor is required by law to follow all applicable OSHA requirements (29 CFR, part 126).

It is expected that all work will be completed within the timeframe specified so that no interruption of the golfing season is realized.

These specifications and instructions shall become part of final signed contract between the contractor and owner.

Owner reserves the right to reject any and all bids.

SCOPE OF WORK

Contractor will be required to construct proposed 10,829 L.F. bituminous concrete Golf Cart Paths

(GCP) as outlined below and on approved shop details.

The work shall comply with the following standards: MHD 2006 STANDARD SPECIFICATIONS FOR HIGHWAYS AND BRIDGES, THE 1988 SPECIFICATIONS, THE 1991 SUPPLEMENTAL SPECIFICATIONS DATED: NOV.30,1994, The March 2012 massDOT CONSTRUCTION STANDARD DETAILS.

Work required under Project Scope includes (but is not limited to) the following tasks:

- ❑ Prior to any on-site activity the Contractor shall contract with Dig-Safe (800-322-4844) and/or a private mark-out contractor such as On-Target (800-598-0628) to have existing underground utilities located. Contractor shall also consult with Course Superintendent, Sean Oberly (508-825-9884 / soberly@miacometgolf.com) as to limit of work areas and underground irrigation pipe crossings.
- ❑ Re-grade the existing cart path for the total 10,829 L.F. to remove mounding, side slope at ¼" per foot per detail for the entire length of proposed paved cart paths as directed by owner or agent.
- ❑ Installation and compaction of 575 Cu. Yds. (includes 15% compaction rate) of M2.01.0, ¾" Crushed Stone. Stone sub-base shall be installed with paving machine to a minimum thickness of 3" (three inches), tilled into existing soil, regraded and compacted to 95% max. dry density. Owners agent shall inspect sub-base material and approve before binder course is applied. See cross-section detail.
- ❑ Paving of one inch and a half (1½") of Type I-1 bituminous concrete pavement binder course. Estimated tonnage for cart path: 487 tons.
- ❑ Paving of one inch (1") of Type I-1 bituminous concrete pavement top course. Estimated tonnage for cart path: 325 tons.
- ❑ Project will be done in two (2) phases with owner determining what sections from A to Q will be done that best coincides with the golf season(s).
- ❑ Loam will be applied at all disturbed areas. Compacted screened loam will be brought to the finished paved cart path. Owner will seed at these locations. Min. depth of loam at any location shall be 3". Estimated 220 cu.yds. of loam if placed at min.3" depth; 440 cu.yds. if placed at min. depth of 6". (includes 8% compaction rate).
- ❑ Final clean-up of entire site. Removal of any construction debris, safety signing and controls and construction equipment to the satisfaction of owner.
- ❑ Contractor will guarantee their work against defects or workmanship for a period of 5 years once completion of each phase is done and accepted by the owner.

Estimated Quantities:

- Crushed stone (massDOT spec.: M2.01.0); Sub base shall be graded and compacted to 95% maximum dry density paved cart path: 575 cu. yds.

- Bituminous Concrete; Binder Course: 487 tons; Top Course; 325 tons.
- Screened Loam for shoulder work: 220 cu. yds if placed to a min. 3" depth.
 440 cu. yds if placed to a min. 6" depth.

III. CONTRACT ADMINISTRATION

A. GENERAL CONDITIONS

1. The Contract Documents consist of the Agreement, the General Conditions, Supplementary and other Conditions, the Drawings, the specifications, all Addenda issued prior to the execution of this Agreement, all amendments, Change Orders, and written interpretations of the Contract Documents issued by the Land Bank and/or Blackwell & Associates, Inc. These form the Contract and what is required by any one shall be as binding as if required by all. The intention of the Contract Documents is to include all labor, materials, equipment and other items necessary for the proper execution and completion of the Work and the terms and conditions of payment therefore, and also to include all Work which may be reasonably inferable from the Contract Documents as being necessary to produce the intended results.
2. The Contract Documents shall be signed in not less than triplicate by the Owner and Contractor. By executing the Contract, the Contractor represents that himself with the local conditions under which the Work is to be performed.
3. The term Work as used in the Contract Documents includes all labor necessary to produce the construction required by the Contract Documents, and all materials and equipment incorporated or to be incorporated in such construction.

B. OWNER'S AGENT

1. Leo Asadoorian of Blackwell & Associates, Inc. or his designee (hereinafter "Owner's Agent") will act as Owner's representative during the construction period.
2. Owner's Agent shall at all times have access to the Work wherever it is in preparation and progress.
3. Owner's Agent will make periodic visits to the site to become generally familiar with the progress and quality of the Work in accordance with the Contract Documents. On the basis of on-site observations by Owner's Agent, they will keep Owner informed of the progress of the Work, and will endeavor to guard against defects and deficiencies in the Work of the Contractor. Owner's Agent will not be required to make exhaustive or continuous on-site inspections to check the quality or quantity of the Work. Owner's Agent will not be responsible for construction means, methods, techniques, sequences or procedures, or for safety precautions and programs in connection with the Work, and will not be responsible for the Contractor's failure to carry out the Work in accordance with Contract Documents.
4. Based on such observations and the Contractor's Application for Payment, Owner's Agent will

determine the amounts owed to the Contractor and will approve Certificates for Payment.

5. Owner's Agent will be, in the first instance, the interpreter of the requirements of the Contract Documents. He/she will make decisions on all claims and disputes between the Owner and Contractor.
6. Owner's Agent will have the authority to reject Work which does not conform to the Contract Documents.

C. OWNER

The Owner shall issue all instructions to the Contractor through Owner's Agent.

D. CONTRACTOR

1. The Contractor shall supervise and direct the Work, using their best skill and attention. The Contractor shall be solely responsible for all construction means, methods, techniques, sequences and procedures and for coordinating all portions of the Work under the Contract.
2. Unless otherwise specifically noted, the Contractor shall provide and pay for all labor, materials, equipment, tools, construction equipment and machinery, water, heat, utilities, transportation, and other facilities and services necessary for the proper execution and completion of the Work.
3. The Contractor warrants to the Owner that all materials and equipment incorporated in the work will be new unless otherwise specified, and that all work will be of good quality, free from faults and defects and in conformance with the Contract Documents. All work not so conforming to these standards may be considered defective.
4. The Contractor shall give all notices and comply with all laws, ordinances, rules, regulations, orders of any public authority bearing on the performance of Work, and shall notify Owner's Agent if the Drawings and Specifications are at variance therewith.
5. The Contractor shall be responsible for the acts and omissions of all their employees and all Subcontractors, their agents and employees and all other persons performing any of the Work under a contract with the Contractor.
6. The Contractor shall review, stamp with their approval and submit all samples and shop drawings as directed for approval of Owner's Agent for conformance with the design concept and with the information given in the Contract Documents. The Work shall be in accordance with approved samples and shop drawings.
7. The Contractor shall at all times keep the premises free from the accumulation of waste materials or rubbish caused by their operations. At the completion of the Work they shall remove all their waste materials and rubbish from and about the Project as well as their tools, construction equipment, machinery and surplus materials and shall clean all glass surfaces and shall leave the Work "broom clean" or its equivalent, except as otherwise specified.

E. SUBCONTRACTS

1. Subcontractor is a person who has a direct contract with the Contractor to perform any of the work at the site.

2. Unless otherwise specified in the Contract Documents or in the Instructions to Bidders, the Contractor, as soon as practicable after the award of the Contract, shall furnish to the Owner's Agent in writing, a list of the names of Subcontractors proposed for the principal portions of the Work. The Contractor shall not employ any Subcontractor to whom the Owner's Agent or the Owner may have a reasonable objection.
3. Contracts between the Contractor and the Subcontractor shall be in accordance with the terms of this Agreement and shall include the General Conditions of this Agreement insofar as applicable.

F. CONTRACT DURATION

1. All time limits stated in the Contract Documents are of the essence of the Contract.
2. If the Contractor is delayed at any time in the progress of the Work by changes ordered in the Work, by labor disputes, fire, unusual delay in transportation, unavoidable casualties, causes beyond the Contractor's control, or by any cause which the Engineer may determine justified the delay, then the Contract duration shall be extended by Change Order for such reasonable time as the Engineer or Owner or both may determine.

G. BASIS OF COMPENSATION

Compensation will be made in the form of progress payments based on actual work completed, as measured in linear feet by Owner's Agent. There will be no reimbursable expenses.

1. Method of Payment to Contractor

- (a) At the completion of each Phase of work the Contractor shall notify Owner's Agent and request that it be inspected and measured in order to prepare an accurate request for payment.
- (b) Contractor requests for payment will be provided for review and approval by Owner's Agent and should reflect the total value of the work done to date and the total money due the Contractor.
- (c) Five (5%) percent of all payments due the Contractor for work done and materials furnished will be withheld until final completion of each Phase of work under the provisions of G.L. Ch. 30, Section 39G.
- (d) The acceptance by the Contractor of the final payment, including the retainage of five (5%) percent, shall operate as a release to the Land Bank of all claims and all liabilities to the Contractor for all work done or materials furnished in connection with the Contract. Final payment shall be as provided in G.L. 30, Section 39G. The payment to the Contractor of said final payment does not, however, release them or their sureties from any obligation under this Contract.

2. Land Bank's Right to Withhold Payments

- (a) The Land Bank may withhold from the Contractor so much of any approved payment due them as may in the judgment of Owner's Agent be necessary:
 - (1) To assure payments of just claims then due and unpaid of any persons supplying labor or materials for the work;

- (2) To protect the Land Bank from loss due to defective work not remedied; or,
 - (3) To protect the Land Bank from loss due to injury to persons or damage to the work or property of other contractors, subcontractors or others, caused by acts or neglect of the Contractor or their sub-contractors.
- (b) The Land Bank shall have the right as agent for the Contractor to apply any such amounts so withheld in such manner as the Land Bank may deem proper to satisfy such claims or to secure such protection.
 - (c) No payments shall be made to the Contractor by the Land Bank until all payroll and workforce records for the period of the application have been submitted to the Town.

3. Measurement and Quantities

- (a) The Land Bank reserves the right to eliminate any portion of the work, so as to bring the total expenditure within the amount available for the project.
- (b) The method of measurement and computations to be used in determination of quantities of material furnished and of work performed under the Contract shall be selected by the Owner's Agent.

4. Final Payments

- (a) Final payments shall not be due until the Contractor has delivered to the Owner a complete release of all liens arising out of this Contract or receipts in full covering all labor, materials and equipment for which a lien could be filed, or a bond satisfactory to the Owner indemnifying him against any lien.
- (b) The making of final payments shall constitute a waiver of all claims by the Owner except those arising from: 1) unsettled liens, 2) faulty or defective Work appearing after Substantial Completion, 3) failure of the Work to comply with the requirements of the Contract Documents, or 4) terms of any special guarantee required by the Contract Documents. The acceptance of final payment shall constitute a waiver of all claims by the Contractor except those previously made in writing and still unsettled.

H. PROTECTION OF PERSONS AND PROPERTY

Contractor shall be responsible for initiating, maintaining, and supervising all safety precautions and programs in connection with the Work. They shall take all reasonable precautions for the safety of, and shall provide all reasonable protection to prevent damage, injury or loss to 1) all employees on the Work and other persons who may be affected thereby; 2) all the Work and all the materials and equipment to be incorporated therein; and 3) other property at the site or adjacent thereto. The Contractor shall comply with all applicable laws, ordinances, rules, regulations and orders of any public authority having jurisdiction for the safety of persons or property or to protect them from damage, injury or loss.

All damage or loss to any property caused in whole or in part by the Contractor, any Subcontractor or anyone directly or indirectly employed by any of them, or by anyone for whose acts any of them may be liable, shall be remedied by the Contractor, except damage or loss attributable to faulty

Drawings or Specifications or to the acts or omissions of the Owner or Owner's Agent or anyone employed by either of them or for whose acts either of them may be liable but which are not attributable to the fault or negligence of the Contractor.

I. INSURANCE REQUIREMENTS

Insurers shall be licensed and registered in accordance with Massachusetts General Laws. Policies shall indemnify against loss with no deductible amount. Policies shall not contain any provision for Contractor self-insurance.

The limits of the several kinds of liability insurance required for this Contract, in addition to insurance for Workmen's Compensation, are listed as follows:

Public Liability	\$1,000,000/\$2,000,000
Property Damage Liability	\$1,000,000/\$2,000,000
Protective Public Liability	\$1,000,000/\$2,000,000
Protective Property Damage Liability	\$1,000,000/\$2,000,000

J. CHANGES IN THE WORK

1. The Owner without invalidating the Contract may order Changes in the Work consisting of additions, deletions, or modifications, with Contract Time being adjusted accordingly.
2. All such changes in the Work shall be authorized by written Change Order signed by the Owner or Owner's Agent.
3. Contract Time may be changed only by written Change Order.
4. The cost or credit to the Owner from a Change in the Work shall be determined by mutual agreement.

K. CORRECTIONS IN WORK

The Contractor shall correct any Work that fails to conform to the requirements of the Contract Documents where such failure to conform appears during the progress of the Work, and shall remedy any defects due to faulty materials, equipment or workmanship which appear within a period of one year from the Date of Substantial Completion of the Contract or within such longer period of as may be prescribed by law or by the terms of any applicable special guarantee required by the Contract Document. The provisions of this Paragraph apply to Work done by subcontractors as well as to Work done by direct employees of the Contractor.

L. TRAFFIC SAFETY PRECAUTIONS

1. Contractor shall coordinate with Course Superintendent Sean Oberly in taking appropriate measures to insure the safety of vehicular (golf carts) and pedestrian traffic in the area adjacent to construction.

2. No excavation shall be left open overnight.
3. Contractor shall notify Owner's Agent and Course Superintendent Sean Oberly 24 hours in advance of any Work and shall at that time supply any estimate of the duration of work involving disruption of pedestrian, vehicular and/or golf cart traffic.

IV. REFERENCES

Bidders must provide a complete list of at least six (6) customers from whom it performed a similar work and services, costing over \$50,000 in the past three years. Reference information must include Company/Government Name, Contact Person, Phone Number, Fax Number and date of purchases.

Poor references may be a basis for determining that a bidder is not responsible. Reference questions will include but may not be limited to design, installation, customer service and general customer satisfaction.

V. RULE FOR AWARD

One contract will be awarded to the most responsive and responsible bidder offering the lowest price per linear foot of constructed paths with labor and materials combined.

The Land Bank reserves the right to reject any and all bids if it determines that it is in the best interest to do so.

BID SUBMISSION REQUIREMENTS

1. Bid Price Form
2. Tax Compliance Certification
3. A Certificate of Non Collusion
4. OSHA Training Certification
5. **Bid deposit of five percent (5%) of the amount of the base bid.** Bid deposit may be in the form of a certified check; a bank, treasurers or cashier's check; or a bid bond from a surety company.
6. Satisfaction of Quality Requirements
7. Reference list
8. Contractor must be on the official bidders list submitted to the Awarding Authority by MassDOT
9. Signature page form Nantucket Islands Land Bank contract agreement
10. Acknowledgment of all addenda issued

CERTIFICATE OF NON-COLLUSION

The undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

Signature of person signing bid or proposal

Please Print Name

Name of Business

TAX COMPLIANCE CERTIFICATION

Pursuant to M.G.L. 62C, §49A, I certify under the penalties of perjury that, to the best of my knowledge and belief, I am in compliance with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Federal Employer ID Number

Name of Corporation

By: _____
President's Signature

Date: _____

BID PRICE FORM

To the Awarding Authority:

- A. The undersigned proposes to furnish all labor and materials required for cart path construction at Miacomet Golf Course in accordance with the accompanying specifications, drawings and project criteria for the contract price specified below. At present, it is generally estimated that 10,829 feet of paths are needed, however the Land Bank reserves the right to modify that number should circumstances warrant slightly more or less.

**Base Bid Price must include all labor costs, all material costs and all other expenses.
There will be no reimbursable expenses allowed in the contract.**

Item.	Brief Description	*Cost Per Linear Foot
<u>001</u>	*10,829 L.F. Asphalt Golf Cart Paths	\$

Total cost per linear foot in words _____

*For purposes of calculating the "base bid price", it is generally estimated that there will be 10,829 linear feet paths, however the Land Bank reserves the right to modify that number should circumstances warrant more or less at the time of construction. Actual payment shall be based on field measurements in linear feet by Owner's Agent at completion of path construction and multiplied by the cost per linear foot listed by the bidder on this bid price form.

Cost per linear foot X 10,829 = _____
(base bid price - use for calculation of 5% bid deposit)

Date: _____

(Signature of Bidder)

By: _____
(Name of Person Signing Bid and Title)

(Business Address)

(Phone)

(City, State and Zip)

WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. For every week in which an apprentice is employed, a photocopy of the apprentice's identification card must be attached to the payroll report. Once collected, the awarding authority is also required to preserve those records for three years.

In addition, each such contractor, subcontractor, or public body shall furnish to the awarding authority directly, within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

STATEMENT OF COMPLIANCE

_____, 20____

I, _____,
(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by

_____, on the _____
(Contractor, subcontractor or public body) (Building or project)

and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.

Signature _____

Title _____

DIVISION OF OCCUPATIONAL SAFETY, 19 STANIFORD STREET, 2nd FLOOR, BOSTON, MA 02114

MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM



Company's Name:			Address:			Phone No.:			Payroll No.:										
Employer's Signature:			Title:			Contract No.:			Tax Payer ID No.:										
Awarding Authority's Name:			Public Works Project Name:			Public Works Project Location:			Min. Wage Rate Sheet No.:										
General / Prime Contractor's Name:			Subcontractor's Name:			"Employer" Hourly Fringe Benefit Contributions													
Employee Name & Complete Address	Employee is OSHA 10 Certified (Y)	Work Classification:	Appr. Rate (%)	Worked Hours							Project Hours (A)	Hourly Base Wage (B)	Health & Welfare Insurance (C)	ERISA Pension Plan (D)	Supp. Unemp. (E)	Total Hourly Prev. Wage (F)	(B+C+D+E) Total Hourly Prev. Wage (F)	(A x F) Total Gross Wages (G)	Check No. (H)
				Su.	Mo.	Tu.	We.	Th.	Fr.	Sa.									
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	<input type="checkbox"/>																		

NOTE: Pursuant to MGL Ch. 149 s.27B, every contractor and subcontractor is required to submit a "true and accurate" copy of their weekly payroll records directly to the awarding authority. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

Page _____ of _____

Date received by awarding authority / /
--

**AGREEMENT BETWEEN
NANTUCKET ISLANDS LAND BANK
AND INDEPENDENT CONTRACTOR**

THIS AGREEMENT made effective _____, 2016, by and between the **NANTUCKET ISLANDS LAND BANK, MASSACHUSETTS**, acting by and through its Commission, with offices at Broad Street, Nantucket, Massachusetts 02554 (hereinafter called the "LAND BANK"), and **xxxxxxxxxx** whose principal office address and state of incorporation are as set forth on Exhibit A (hereinafter called the "CONTRACTOR").

RECITALS:

WHEREAS, the LAND BANK desires to retain the CONTRACTOR to provide certain services for the LAND BANK as described, below, and the CONTRACTOR is willing to accept such engagement, all on the terms hereinafter set forth,

NOW, THEREFORE, in consideration of the mutual covenants hereinafter set forth, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

ARTICLE 1 - ENGAGEMENT OF THE CONTRACTOR

- 1.1 The LAND BANK hereby engages the CONTRACTOR, and the CONTRACTOR hereby accepts the engagement, to perform certain services for the LAND BANK, as described in Article 2.
- 1.2 In the performance of any service under this Agreement, the CONTRACTOR acts at all times as an independent contractor. There is no relationship of employment or agency between the LAND BANK, on the one hand, and the CONTRACTOR on the other, and the LAND BANK shall not have or exercise any control or direction over the method by which the CONTRACTOR performs its work or functions aside from such control or directions which are consistent with the independent contractor relationship contemplated in the Agreement.

ARTICLE 2 - SERVICES OF THE CONTRACTOR

- 2.1 The CONTRACTOR will perform the services described in the Scope of Services set forth on Exhibit A (the "Work").
- 2.2 The CONTRACTOR shall report, and be responsible, to the LAND BANK and its designee (if any) as set forth on Exhibit A.
- 2.3 There shall be no amendment to the Scope of Services or Work provided for in this Agreement without the written approval of the LAND BANK. The LAND BANK shall be under no obligation to pay for any services performed by the CONTRACTOR which are not explicitly agreed to by the LAND BANK in writing.
- 2.4 The CONTRACTOR represents and warrants to the LAND BANK that the CONTRACTOR (including all of its personnel, whether employees, agents or independent contractors) will be

qualified and duly licensed (if necessary) to perform the services required by this Agreement and further agrees to perform services in a professional manner adhering to a reasonable standard of care and in accordance with all applicable local, state or federal ordinances, laws, rules and regulations. The CONTRACTOR will obtain any and all permits, bonds and other items required for the proper and legal performance of the work.

- 2.5 The CONTRACTOR represents and warrants to the LAND BANK that it is not a party to any agreement; contract or understanding which would in any way restricts or prohibits it from undertaking or performing its obligations hereunder in accordance with the terms and conditions of this Agreement.
- 2.6 All written materials and any other documents (whether in the form of "hard" copies, graphics, magnetic media or otherwise) which are produced by the CONTRACTOR pursuant to this Agreement shall be deemed to be "work for hire" and shall be and become the property of the LAND BANK under applicable law or, to the extent that the "work for hire" doctrine does not apply, CONTRACTOR hereby grants to the LAND BANK a perpetual, royalty-free exclusive license in such items. The LAND BANK acknowledges that such materials are being prepared with respect to the specific project contemplated hereby and that any reuse of such materials by the LAND BANK in connection with any other project shall be at the LAND BANK's sole risk unless otherwise agreed to by the CONTRACTOR in writing.

ARTICLE 3 - PERIOD OF SERVICES

- 3.1 Unless otherwise provided on Exhibit A, the term of this Agreement shall commence on the date hereof and continue until the Work is completed to the Land Bank's reasonable satisfaction.
- 3.2 The CONTRACTOR shall proceed with the Work promptly after receiving authorization to proceed and will diligently and faithfully prosecute the Work to completion in accordance with the provisions hereof. In any event, the Work shall be completed no later than the date set forth on Exhibit A. The CONTRACTOR acknowledges that time is of the essence of this Agreement.
- 3.3 If the CONTRACTOR is delayed in the performance of any of its obligations under this Agreement by the occurrence of an event which may not reasonably be anticipated or avoided or is otherwise beyond its control such as fire or other casualty, abnormal adverse weather conditions, acts of God (collectively, "Unavoidable Events") which materially and adversely affect its ability to perform the Work, then the time for the CONTRACTOR to perform the Work shall be extended for such time as the LAND BANK shall reasonably determine is necessary to permit the CONTRACTOR to perform in light of the effects of the Unavoidable Event.

If an Unavoidable Event occurs which makes the performance of the Agreement impossible without the expenditure of additional LAND BANK funds, the LAND BANK may, at its option, elect to terminate this Agreement upon thirty (30) days written notice.

ARTICLE 4 - PAYMENTS TO THE CONTRACTOR

- 4.1 The compensation to due to the CONTRACTOR shall be paid in the amounts, and in the manner,

set forth on Exhibit B, attached hereto.

- 4.2 The CONTRACTOR will bill the LAND BANK at the completion of the work unless otherwise provided on Exhibit B, with one or more invoices broken down to show the quantity of work performed and the percentage of the entire project completed, categories and amount of reimbursable expenses (if any), and provide such supporting data as may be required by the LAND BANK.
- 4.3 The LAND BANK will pay the CONTRACTOR upon review and approval of such invoices by the LAND BANK or its designee.
- 4.4 This project may be subject to budgetary restrictions which may limit the total amount of funds available for the work. Accordingly, unless otherwise stated on Exhibit B, the LAND BANK will not be obligated to pay any amount in excess of the maximum project amount without the express written approval of the LAND BANK.
- 4.5 The CONTRACTOR and its consultants shall not be compensated for any services involved in preparing changes that are required for additional work that should have been anticipated by the CONTRACTOR in the preparation of the documents, as reasonably determined by the LAND BANK.

ARTICLE 5 – TERMINATION

- 5.1 This Agreement may be terminated, with cause, by either the LAND BANK or CONTRACTOR, upon written notice given by the non-defaulting party. For the purposes of this provision, "cause" shall include the failure of a party to fulfill its material duties hereunder in a timely and proper manner.
- 5.2 The LAND BANK shall have the right to terminate this Agreement for its convenience upon ten (10) days written notice.
- 5.3 Following termination of this Agreement, the parties shall be relieved of all further obligations hereunder except:
 - (a) the LAND BANK shall remain liable for payments for the services and/or expenses of CONTRACTOR accrued prior to the effective date of the notice of termination in compliance with this Agreement (less all costs reasonably incurred by the LAND BANK as a result of the CONTRACTOR's default, if any), as determined by the LAND BANK but for no other amounts including, without limitation, claims for lost profits on work not performed; and
 - (b) The CONTRACTOR shall remain liable for any damages, expenses or liabilities arising under this Agreement (including its indemnity obligations) with respect to work performed pursuant to the Agreement.

ARTICLE 6 - INSURANCE AND INDEMNIFICATION

6.1 The CONTRACTOR agrees to indemnify and save the LAND BANK harmless from any and all manner of suits, claims, or demands arising out of any errors, omissions or negligence by CONTRACTOR (including all its employees, agents and independent contractors) in performing the Work, or any breach of the terms of this Agreement by such CONTRACTOR and shall reimburse the LAND BANK for any and all costs, damages and expenses, including reasonable attorney's fees, which the LAND BANK pays or becomes obligated to pay, by reason of such activities, or breach. The provisions of this Section 6.1 shall be in addition to, and shall not be construed as a limitation on, any other legal rights of the LAND BANK with respect to the CONTRACTOR, in connection with this Agreement.

6.2 Before commencing work, the CONTRACTOR shall obtain and maintain, at its expense and from insurance companies of a Best Rating of A or better which are licensed to do business in the Commonwealth of Massachusetts, insurance as set forth below. If the CONTRACTOR is permitted to sub-contract a material portion of the Work, or is otherwise identifying a third party to perform services for the Land Bank, the CONTRACTOR shall assure that such sub-contractor or other third party also has such insurance.

- (a) Workers' Compensation, covering the obligations of the CONTRACTOR in accordance with applicable Workers' Compensation or Benefits laws.
- (b) Commercial General Liability Insurance on an occurrence basis with a combined single limit of not less than \$1 million. Coverage is to include premises and operations, coverage for liability of subcontractors. The policy shall contain an endorsement stating that the aggregate limits will apply separately to the work being performed under this Agreement.
- (c) Automobile Liability Insurance of not less than \$1 million combined single limit covering owned, hired and non-hired vehicle use.
- (d) Such additional insurance as may be required to be carried by the CONTRACTOR by law.
- (e) Such additional insurance as the LAND BANK may reasonably require as set forth on Exhibit A.

CONTRACTOR shall maintain such insurance during the term of Agreement and give the LAND BANK twenty (20) days written notice of any change or cancellation of coverage. Each insurer providing policies hereunder shall waive its rights to subrogate claims against the LAND BANK. The LAND BANK will be added as an additional named insured with respect to each such policy and such endorsement shall be reflected on a Certificate of Insurance to be delivered to the LAND BANK upon the execution of this Agreement and at such times thereafter as the LAND BANK may reasonably request.

ARTICLE 7 - GENERAL PROVISIONS

7.1 Upon the expiration or the termination of this Agreement for any reason, all data, drawings, specifications, reports, estimates, summaries and other work product which have been accumulated, developed or prepared by the CONTRACTOR (whether completed or in process)

shall become the property of the LAND BANK and the CONTRACTOR shall immediately deliver or otherwise make available all such material to the LAND BANK.

- 7.2 Neither party may assign, transfer or otherwise dispose of this Agreement or any of its rights hereunder or otherwise delegate any of its duties hereunder without the prior written consent of the other party, and any such attempted assignment or other disposition without such consent shall be null and void and of no force and effect.
- 7.3 Except as otherwise expressly provided in this Agreement, any decision or action made by the LAND BANK relating to this Agreement, its operation, amendment or termination, shall be made by the Board, Committee or Authority of the LAND BANK specified in the initial paragraph of this Agreement, unless specifically authorized or delegated by a lawful vote of such body.
- 7.4 This Agreement, together with Exhibit A (Contractor, Scope of Work, Term), Exhibit B (Payments) and Exhibit C (Tax Compliance Certificate) and any additional exhibits referred to therein, constitute the entire agreement of LAND BANK and CONTRACTOR with respect to the matters set forth therein and may not be changed, amended, modified or terms waived except by a writing signed by LAND BANK and CONTRACTOR. If there is any conflict between a term set forth in the body of this Agreement and a term set forth on Exhibit A or Exhibit B hereto, the term set forth in the Exhibit shall govern; however, if any term or provision of any document attached hereto or incorporated by reference conflicts with a term of this Agreement (including the Exhibits listed above), the term of the Agreement shall govern. Any notices required or allowed shall be to the person's address above by certified mail, return receipt requested.
- 7.5 This Agreement is governed by the law of The Commonwealth of Massachusetts and shall be construed in accordance therewith. The parties agree that exclusive jurisdiction for any action arising out of or relating to this Agreement shall lie with the state and federal courts having jurisdiction over the county and state in which the Land Bank is located and the parties hereby irrevocably waive, to the fullest extent permitted by law, any objection which they may now or hereafter have to the venue of any proceeding brought in such location and further irrevocably waive any claims that any such proceeding has been brought in an inconvenient forum.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and year first written above.

NANTUCKET ISLANDS LAND BANK,
MASSACHUSETTS:

CONTRACTOR:

Land Bank Manager

Name
President

Funding Org/Obj:

FEIN:

Approved as to Funds Available

Finance Director

EXHIBIT A

CONTRACTOR, SCOPE OF WORK, TERM

1. **Name of Contractor:**
2. **State of Incorporation:**
3. **Principal Office Address:**
4. **Description of Services (§2.1):**
5. **Person, Department, or Committee, if any, to whom CONTRACTOR reports (§ 2.2):**

Owner's Agent: Leo C. Asadoorian of Blackwell & Associates, Inc.
Owner: Nantucket Islands Land Bank (contact: Jesse Bell)
6. **Term of Agreement (§3.1):** Through completion of work
7. **Completion Date (§3.2):**
Phase I (cart paths on north side of course) -- May 13, 2016
Phase II (cart paths on south side of course) -- May 5, 2017
8. **Additional Insurance Coverage (§6.2(e)):**

EXHIBIT B

PAYMENTS

1. Lump Sum Method

a. **Maximum Project Amount:**

b. **Payment Increments:**

CONTRACTOR shall submit invoices for completed work for approval and processing by the LAND BANK.

c. **Reimbursable Expenses (if any):** None.

EXHIBIT C

TAX COMPLIANCE CERTIFICATION

Pursuant to M.G.L. 62C, Sec.49A, the undersigned certifies under the penalties of perjury that it, to the best knowledge and belief of management, has filed all state tax returns and paid all state taxes required under law (if any, are so required).

By:

Name, President

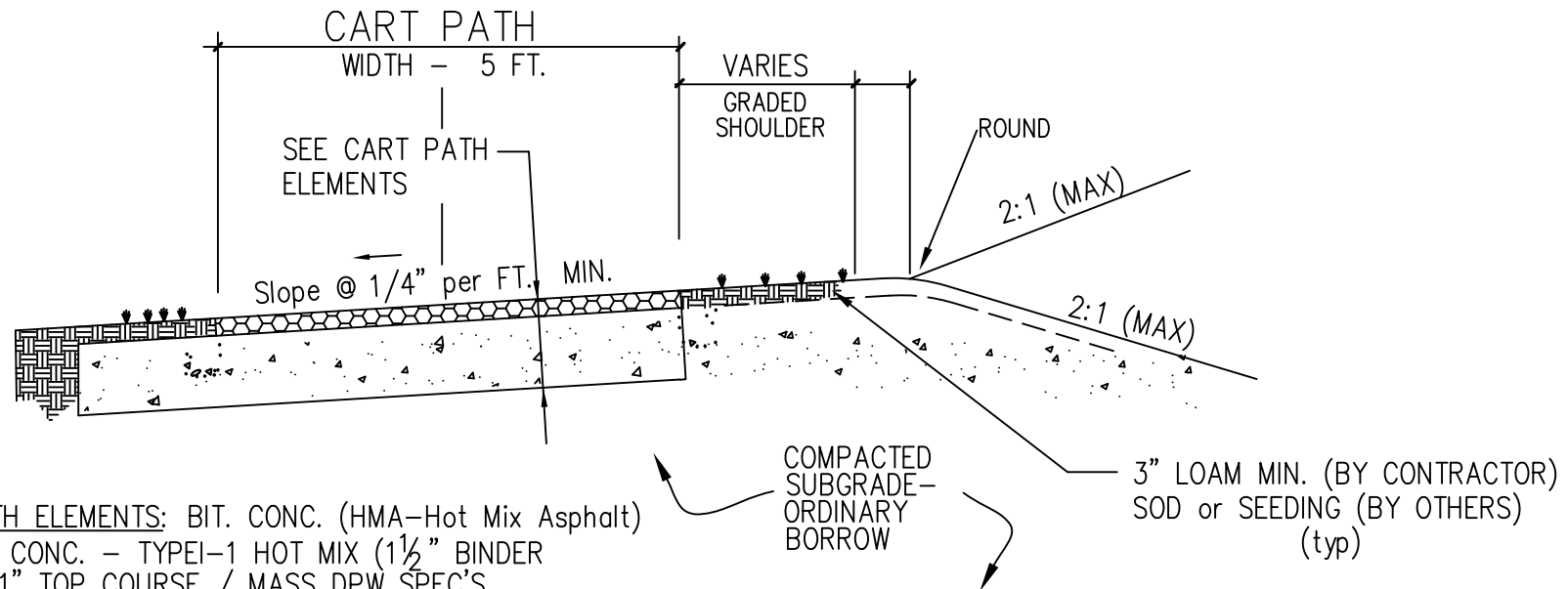
Date

FEIN:

APPENDIX A

PROJECT DRAWINGS;
AERIAL SITE IDENTIFICATION OF PATHS;
PREVAILING WAGE RATES

CART PATHS TO BE CONSTRUCTED AT LOCATIONS WHERE DIRT PATHS ALREADY EXIST. ALL SUPERVISION TO BE PROVIDED BY MGC PERSONNEL OR DESIGNEE.



CART PATH ELEMENTS: BIT. CONC. (HMA-Hot Mix Asphalt)
 2 1/2" BIT. CONC. - TYPE I-1 HOT MIX (1 1/2" BINDER
 COURSE, 1" TOP COURSE / MASS DPW SPEC'S.
 M 3.11) OVER 3" of 3/4" CRUSHED STONE (M2.01.0)
 SPREAD OVER EXISTING CART PATH, TILLED INTO SOIL,
 RE-GRADED AND THEN COMPACTED TO 95% MAX. DRY DENSITY.

TYPICAL PAVED CART PATH CROSS-SECTION MIACOMET GOLF CLUB

NOT TO SCALE

BLACKWELL & ASSOCIATES, Inc.

PROFESSIONAL LAND SURVEYORS & CIVIL ENGINEERS

20 TEASDALE CIRCLE
 NANTUCKET, MASSACHUSETTS 02554
 (508) 228-9026
 www.blackwellsurvey.com

CART PATH PAVING PLAN MIACOMET GOLF CLUB

January 2016

B-7280





998'-P

1640'-Q

800'-N

657'-L

500'-M

890'-O

PAVEMENT ACROSS RD.
SUBJECT TO APPROVAL

Google earth



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

RONALD L. WALKER, II
Secretary

WILLIAM D MCKINNEY
Director

Awarding Authority: Nantucket Islands Land Bank Commission
Contract Number: 2016-05 **City/Town:** NANTUCKET
Description of Work: Construction of 10,825 linear feet of asphalt golf cart paths at Miacomet Golf Course.
Job Location: 12 West Miacomet Rd, Nantucket, MA

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAS, the apprentice must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$31.65	\$10.41	\$10.08	\$0.00	\$52.14
	06/01/2016	\$32.15	\$10.41	\$10.08	\$0.00	\$52.64
	08/01/2016	\$32.15	\$10.91	\$10.08	\$0.00	\$53.14
	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$31.72	\$10.41	\$10.08	\$0.00	\$52.21
	06/01/2016	\$32.22	\$10.41	\$10.08	\$0.00	\$52.71
	08/01/2016	\$32.22	\$10.91	\$10.08	\$0.00	\$53.21
	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$31.84	\$10.41	\$10.08	\$0.00	\$52.33
	06/01/2016	\$32.34	\$10.41	\$10.08	\$0.00	\$52.83
	08/01/2016	\$32.34	\$10.91	\$10.08	\$0.00	\$53.33
	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2015	\$88.29	\$9.80	\$19.23	\$0.00	\$117.32
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2015	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	06/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
	12/01/2016	\$33.15	\$7.45	\$12.65	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	12/01/2015	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	06/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
	12/01/2016	\$33.15	\$7.45	\$12.65	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2016	\$41.62	\$6.97	\$16.21	\$0.00	\$64.80
	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

Apprentice - BOILERMAKER - Local 29**Effective Date - 01/01/2016**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$27.05	\$6.97	\$10.54	\$0.00	\$44.56
2	65	\$27.05	\$6.97	\$10.54	\$0.00	\$44.56
3	70	\$29.13	\$6.97	\$11.35	\$0.00	\$47.45
4	75	\$31.22	\$6.97	\$12.16	\$0.00	\$50.35
5	80	\$33.30	\$6.97	\$12.97	\$0.00	\$53.24
6	85	\$35.38	\$6.97	\$13.78	\$0.00	\$56.13
7	90	\$37.46	\$6.97	\$14.59	\$0.00	\$59.02
8	95	\$39.54	\$6.97	\$15.40	\$0.00	\$61.91

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
2	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
3	70	\$30.04	\$6.97	\$11.35	\$0.00	\$48.36
4	75	\$32.19	\$6.97	\$12.16	\$0.00	\$51.32
5	80	\$34.34	\$6.97	\$12.97	\$0.00	\$54.28
6	85	\$36.48	\$6.97	\$13.78	\$0.00	\$57.23
7	90	\$38.63	\$6.97	\$14.59	\$0.00	\$60.19
8	95	\$40.77	\$6.97	\$15.40	\$0.00	\$63.14

Notes:**Apprentice to Journeyworker Ratio:1:5**

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	02/01/2016	\$49.86	\$10.18	\$19.14	\$0.00	\$79.18
BRICKLAYERS LOCAL 3 (NEW BEDFORD)	08/01/2016	\$50.76	\$10.18	\$19.22	\$0.00	\$80.16
	02/01/2017	\$51.33	\$10.18	\$19.22	\$0.00	\$80.73

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 New Bedford

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.93	\$10.18	\$19.14	\$0.00	\$54.25
2	60	\$29.92	\$10.18	\$19.14	\$0.00	\$59.24
3	70	\$34.90	\$10.18	\$19.14	\$0.00	\$64.22
4	80	\$39.89	\$10.18	\$19.14	\$0.00	\$69.21
5	90	\$44.87	\$10.18	\$19.14	\$0.00	\$74.19

Effective Date - 08/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.38	\$10.18	\$19.22	\$0.00	\$54.78
2	60	\$30.46	\$10.18	\$19.22	\$0.00	\$59.86
3	70	\$35.53	\$10.18	\$19.22	\$0.00	\$64.93
4	80	\$40.61	\$10.18	\$19.22	\$0.00	\$70.01
5	90	\$45.68	\$10.18	\$19.22	\$0.00	\$75.08

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	12/01/2015	\$36.45	\$7.45	\$13.75	\$0.00	\$57.65
LABORERS - FOUNDATION AND MARINE	06/01/2016	\$37.20	\$7.45	\$13.75	\$0.00	\$58.40
	12/01/2016	\$38.20	\$7.45	\$13.75	\$0.00	\$59.40
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER	12/01/2015	\$35.30	\$7.45	\$13.75	\$0.00	\$56.50
LABORERS - FOUNDATION AND MARINE	06/01/2016	\$36.05	\$7.45	\$13.75	\$0.00	\$57.25
	12/01/2016	\$37.05	\$7.45	\$13.75	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	12/01/2015	\$35.30	\$7.45	\$13.75	\$0.00	\$56.50
LABORERS - FOUNDATION AND MARINE	06/01/2016	\$36.05	\$7.45	\$13.75	\$0.00	\$57.25
	12/01/2016	\$37.05	\$7.45	\$13.75	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
LABORERS - ZONE 2	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/01/2015	\$42.30	\$9.80	\$16.48	\$0.00	\$68.58
CARPENTERS -ZONE 1 (Metro Boston)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - CARPENTER - Zone 1 Metro Boston

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.15	\$9.80	\$1.63	\$0.00	\$32.58
2	60	\$25.38	\$9.80	\$1.63	\$0.00	\$36.81
3	70	\$29.61	\$9.80	\$11.59	\$0.00	\$51.00
4	75	\$31.73	\$9.80	\$11.59	\$0.00	\$53.12
5	80	\$33.84	\$9.80	\$13.22	\$0.00	\$56.86
6	80	\$33.84	\$9.80	\$13.22	\$0.00	\$56.86
7	90	\$38.07	\$9.80	\$14.85	\$0.00	\$62.72
8	90	\$38.07	\$9.80	\$14.85	\$0.00	\$62.72

Notes:

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (NEW BEDFORD)	01/01/2016	\$46.44	\$10.90	\$18.71	\$1.30	\$77.35
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Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (New Bedford)

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.22	\$10.90	\$12.21	\$0.00	\$46.33
2	60	\$27.86	\$10.90	\$13.71	\$1.30	\$53.77
3	65	\$30.19	\$10.90	\$14.71	\$1.30	\$57.10
4	70	\$32.51	\$10.90	\$15.71	\$1.30	\$60.42
5	75	\$34.83	\$10.90	\$16.71	\$1.30	\$63.74
6	80	\$37.15	\$10.90	\$17.71	\$1.30	\$67.06
7	90	\$41.80	\$10.90	\$18.71	\$1.30	\$72.71

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR LABORERS - ZONE 2	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	12/01/2015	\$44.73	\$10.00	\$14.90	\$0.00	\$69.63
	06/01/2016	\$45.48	\$10.00	\$14.90	\$0.00	\$70.38
	12/01/2016	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
	06/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
	12/01/2017	\$48.73	\$10.00	\$14.90	\$0.00	\$73.63

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2015	\$30.13	\$10.00	\$14.90	\$0.00	\$55.03
	06/01/2016	\$30.65	\$10.00	\$14.90	\$0.00	\$55.55
	12/01/2016	\$31.52	\$10.00	\$14.90	\$0.00	\$56.42
	06/01/2017	\$32.21	\$10.00	\$14.90	\$0.00	\$57.11
	12/01/2017	\$32.90	\$10.00	\$14.90	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.76	\$7.85	\$0.00	\$0.00	\$32.61
2	55	\$27.23	\$7.85	\$3.66	\$0.00	\$38.74
3	60	\$29.71	\$7.85	\$3.99	\$0.00	\$41.55
4	65	\$32.18	\$7.85	\$4.32	\$0.00	\$44.35
5	70	\$34.66	\$7.85	\$14.11	\$0.00	\$56.62
6	75	\$37.13	\$7.85	\$14.44	\$0.00	\$59.42
7	80	\$39.61	\$7.85	\$14.77	\$0.00	\$62.23
8	90	\$44.56	\$7.85	\$15.44	\$0.00	\$67.85

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.23	\$7.85	\$0.00	\$0.00	\$33.08
2	55	\$27.75	\$7.85	\$3.66	\$0.00	\$39.26
3	60	\$30.28	\$7.85	\$3.99	\$0.00	\$42.12
4	65	\$32.80	\$7.85	\$4.32	\$0.00	\$44.97
5	70	\$35.32	\$7.85	\$14.11	\$0.00	\$57.28
6	75	\$37.85	\$7.85	\$14.44	\$0.00	\$60.14
7	80	\$40.37	\$7.85	\$14.77	\$0.00	\$62.99
8	90	\$45.41	\$7.85	\$15.44	\$0.00	\$68.70

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN <i>LABORERS - ZONE 2</i>	12/01/2015	\$35.50	\$7.45	\$13.55	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2015	\$36.50	\$7.45	\$13.55	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS <i>LABORERS - ZONE 2</i>	12/01/2015	\$36.25	\$7.45	\$13.55	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	12/01/2015	\$36.50	\$7.45	\$13.55	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2015	\$36.25	\$7.45	\$13.55	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	12/01/2015	\$35.50	\$7.45	\$13.55	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2015	\$58.86	\$9.80	\$19.23	\$0.00	\$87.89
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2015	\$42.04	\$9.80	\$19.23	\$0.00	\$71.07
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2015	\$63.06	\$9.80	\$19.23	\$0.00	\$92.09
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2015	\$88.23	\$9.80	\$19.23	\$0.00	\$117.26
ELECTRICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2015	\$38.31	\$8.40	\$11.28	\$0.00	\$57.99
	09/01/2016	\$39.21	\$8.90	\$11.51	\$0.00	\$59.62

Apprentice - *ELECTRICIAN - Local 223***Effective Date -** 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.32	\$0.00	\$0.46	\$0.00	\$15.78
2	42	\$16.09	\$0.00	\$0.48	\$0.00	\$16.57
3	45	\$17.24	\$8.40	\$0.52	\$0.00	\$26.16
4	48	\$18.39	\$8.40	\$3.36	\$0.00	\$30.15
5	50	\$19.16	\$8.40	\$3.47	\$0.00	\$31.03
6	55	\$21.07	\$8.40	\$3.75	\$0.00	\$33.22
7	60	\$22.99	\$8.40	\$4.03	\$0.00	\$35.42
8	65	\$24.90	\$8.40	\$4.31	\$0.00	\$37.61
9	70	\$26.82	\$8.40	\$5.28	\$0.00	\$40.50
10	75	\$28.73	\$8.40	\$4.86	\$0.00	\$41.99

Effective Date - 09/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.68	\$0.00	\$0.47	\$0.00	\$16.15
2	42	\$16.47	\$0.00	\$0.49	\$0.00	\$16.96
3	45	\$17.64	\$8.90	\$0.53	\$0.00	\$27.07
4	48	\$18.82	\$8.90	\$3.42	\$0.00	\$31.14
5	50	\$19.61	\$8.90	\$3.55	\$0.00	\$32.06
6	55	\$21.57	\$8.90	\$3.83	\$0.00	\$34.30
7	60	\$23.53	\$8.90	\$4.12	\$0.00	\$36.55
8	65	\$25.49	\$8.90	\$4.39	\$0.00	\$38.78
9	70	\$27.45	\$8.90	\$4.68	\$0.00	\$41.03
10	75	\$29.41	\$8.90	\$4.96	\$0.00	\$43.27

Notes:

Steps are 750 hours

Apprentice to Journeyworker Ratio:2:3***ELEVATOR CONSTRUCTOR
ELEVATOR CONSTRUCTORS LOCAL 4

01/01/2016

\$54.53

\$14.43

\$14.96

\$0.00

\$83.92

01/01/2017

\$55.86

\$15.28

\$15.71

\$0.00

\$86.85

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.27	\$14.43	\$0.00	\$0.00	\$41.70
2	55	\$29.99	\$14.43	\$14.96	\$0.00	\$59.38
3	65	\$35.44	\$14.43	\$14.96	\$0.00	\$64.83
4	70	\$38.17	\$14.43	\$14.96	\$0.00	\$67.56
5	80	\$43.62	\$14.43	\$14.96	\$0.00	\$73.01

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.93	\$15.28	\$0.00	\$0.00	\$43.21
2	55	\$30.72	\$15.28	\$15.71	\$0.00	\$61.71
3	65	\$36.31	\$15.28	\$15.71	\$0.00	\$67.30
4	70	\$39.10	\$15.28	\$15.71	\$0.00	\$70.09
5	80	\$44.69	\$15.28	\$15.71	\$0.00	\$75.68

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER	01/01/2016	\$38.17	\$14.43	\$14.96	\$0.00	\$67.56
ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2017	\$39.10	\$15.28	\$15.71	\$0.00	\$70.09
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
LABORERS - ZONE 2	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	11/01/2015	\$40.49	\$10.00	\$14.55	\$0.00	\$65.04
OPERATING ENGINEERS LOCAL 4	05/01/2016	\$41.38	\$10.00	\$14.55	\$0.00	\$65.93
	11/01/2016	\$41.97	\$10.00	\$14.55	\$0.00	\$66.52
	05/01/2017	\$42.85	\$10.00	\$14.55	\$0.00	\$67.40
	11/01/2017	\$43.58	\$10.00	\$14.55	\$0.00	\$68.13
	05/01/2018	\$44.29	\$10.00	\$14.55	\$0.00	\$68.84
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	11/01/2015	\$41.93	\$10.00	\$14.55	\$0.00	\$66.48
OPERATING ENGINEERS LOCAL 4	05/01/2016	\$42.82	\$10.00	\$14.55	\$0.00	\$67.37
	11/01/2016	\$43.42	\$10.00	\$14.55	\$0.00	\$67.97
	05/01/2017	\$44.31	\$10.00	\$14.55	\$0.00	\$68.86
	11/01/2017	\$45.04	\$10.00	\$14.55	\$0.00	\$69.59
	05/01/2018	\$45.76	\$10.00	\$14.55	\$0.00	\$70.31
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2015	\$21.71	\$10.00	\$14.55	\$0.00	\$46.26
	05/01/2016	\$22.23	\$10.00	\$14.55	\$0.00	\$46.78
	11/01/2016	\$22.58	\$10.00	\$14.55	\$0.00	\$47.13
	05/01/2017	\$23.11	\$10.00	\$14.55	\$0.00	\$47.66
	11/01/2017	\$23.53	\$10.00	\$14.55	\$0.00	\$48.08
	05/01/2018	\$23.96	\$10.00	\$14.55	\$0.00	\$48.51
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 223</i>	09/01/2015	\$38.31	\$8.40	\$11.28	\$0.00	\$57.99
	09/01/2016	\$39.21	\$8.90	\$11.51	\$0.00	\$59.62
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i>	09/01/2015	\$32.56	\$8.40	\$9.59	\$0.00	\$50.55
<i>LOCAL 223</i>	09/01/2016	\$33.33	\$8.90	\$9.78	\$0.00	\$52.01
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2015	\$36.34	\$10.00	\$14.90	\$0.00	\$61.24
	06/01/2016	\$36.96	\$10.00	\$14.90	\$0.00	\$61.86
	12/01/2016	\$38.00	\$10.00	\$14.90	\$0.00	\$62.90
	06/01/2017	\$38.84	\$10.00	\$14.90	\$0.00	\$63.74
	12/01/2017	\$39.67	\$10.00	\$14.90	\$0.00	\$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	12/01/2015	\$20.50	\$7.45	\$12.65	\$0.00	\$40.60
	06/01/2016	\$20.50	\$7.45	\$12.65	\$0.00	\$40.60
	12/01/2016	\$20.50	\$7.45	\$12.65	\$0.00	\$40.60
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE I</i>	09/01/2015	\$41.59	\$9.80	\$17.53	\$0.00	\$68.92

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.80	\$9.80	\$1.79	\$0.00	\$32.39
2	55	\$22.87	\$9.80	\$1.79	\$0.00	\$34.46
3	60	\$24.95	\$9.80	\$12.16	\$0.00	\$46.91
4	65	\$27.03	\$9.80	\$12.16	\$0.00	\$48.99
5	70	\$29.11	\$9.80	\$13.95	\$0.00	\$52.86
6	75	\$31.19	\$9.80	\$13.95	\$0.00	\$54.94
7	80	\$33.27	\$9.80	\$15.74	\$0.00	\$58.81
8	85	\$35.35	\$9.80	\$15.74	\$0.00	\$60.89

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2015	\$30.13	\$10.00	\$14.90	\$0.00	\$55.03
	06/01/2016	\$30.65	\$10.00	\$14.90	\$0.00	\$55.55
	12/01/2016	\$31.52	\$10.00	\$14.90	\$0.00	\$56.42
	06/01/2017	\$32.21	\$10.00	\$14.90	\$0.00	\$57.11
	12/01/2017	\$32.90	\$10.00	\$14.90	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 1333</i>	06/01/2015	\$35.08	\$10.25	\$8.00	\$0.00	\$53.33
	06/01/2016	\$35.58	\$10.70	\$8.25	\$0.00	\$54.53

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.54	\$10.25	\$1.00	\$0.00	\$28.79
2	56	\$19.73	\$10.25	\$1.00	\$0.00	\$30.98
3	63	\$21.93	\$10.25	\$1.50	\$0.00	\$33.68
4	69	\$24.12	\$10.25	\$1.50	\$0.00	\$35.87
5	75	\$26.31	\$10.25	\$2.00	\$0.00	\$38.56
6	81	\$28.50	\$10.25	\$2.00	\$0.00	\$40.75
7	88	\$30.70	\$10.25	\$8.00	\$0.00	\$48.95
8	94	\$32.89	\$10.25	\$8.00	\$0.00	\$51.14

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.79	\$10.70	\$1.00	\$0.00	\$29.49
2	56	\$20.01	\$10.70	\$1.00	\$0.00	\$31.71
3	63	\$22.24	\$10.70	\$1.50	\$0.00	\$34.44
4	69	\$24.46	\$10.70	\$1.50	\$0.00	\$36.66
5	75	\$26.69	\$10.70	\$2.00	\$0.00	\$39.39
6	81	\$28.91	\$10.70	\$2.00	\$0.00	\$41.61
7	88	\$31.13	\$10.70	\$8.00	\$0.00	\$49.83
8	94	\$33.36	\$10.70	\$8.00	\$0.00	\$52.06

Notes:

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$24.05	\$10.00	\$0.00	\$0.00	\$34.05
2	60	\$26.24	\$10.00	\$14.90	\$0.00	\$51.14
3	65	\$28.42	\$10.00	\$14.90	\$0.00	\$53.32
4	70	\$30.61	\$10.00	\$14.90	\$0.00	\$55.51
5	75	\$32.80	\$10.00	\$14.90	\$0.00	\$57.70
6	80	\$34.98	\$10.00	\$14.90	\$0.00	\$59.88
7	85	\$37.17	\$10.00	\$14.90	\$0.00	\$62.07
8	90	\$39.36	\$10.00	\$14.90	\$0.00	\$64.26

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$24.46	\$10.00	\$0.00	\$0.00	\$34.46
2	60	\$26.69	\$10.00	\$14.90	\$0.00	\$51.59
3	65	\$28.91	\$10.00	\$14.90	\$0.00	\$53.81
4	70	\$31.14	\$10.00	\$14.90	\$0.00	\$56.04
5	75	\$33.36	\$10.00	\$14.90	\$0.00	\$58.26
6	80	\$35.58	\$10.00	\$14.90	\$0.00	\$60.48
7	85	\$37.81	\$10.00	\$14.90	\$0.00	\$62.71
8	90	\$40.03	\$10.00	\$14.90	\$0.00	\$64.93

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 17 - B</i>	10/01/2015	\$36.10	\$10.20	\$13.72	\$1.79	\$61.81
	04/01/2016	\$36.60	\$10.20	\$13.72	\$1.79	\$62.31
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 223</i>	09/01/2015	\$38.31	\$8.40	\$11.28	\$0.00	\$57.99
	09/01/2016	\$39.21	\$8.90	\$11.51	\$0.00	\$59.62
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - B</i>	10/01/2015	\$36.10	\$10.20	\$13.72	\$1.79	\$61.81
	04/01/2016	\$36.60	\$10.20	\$13.72	\$1.79	\$62.31
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	09/01/2015	\$36.88	\$11.00	\$15.85	\$0.00	\$63.73
	03/01/2016	\$37.63	\$11.00	\$15.85	\$0.00	\$64.48
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	09/01/2015	\$36.88	\$11.00	\$15.85	\$0.00	\$63.73
	03/01/2016	\$37.63	\$11.00	\$15.85	\$0.00	\$64.48
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	12/01/2015	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	06/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
	12/01/2016	\$33.15	\$7.45	\$12.65	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	09/01/2015	\$39.43	\$11.50	\$13.80	\$0.00	\$64.73
	09/01/2016	\$41.23	\$11.50	\$13.80	\$0.00	\$66.53
	09/01/2017	\$43.03	\$11.50	\$13.80	\$0.00	\$68.33
	09/01/2018	\$45.05	\$11.50	\$13.80	\$0.00	\$70.35
	09/01/2019	\$47.30	\$11.50	\$13.80	\$0.00	\$72.60

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Southern MA

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.72	\$11.50	\$10.70	\$0.00	\$41.92
2	60	\$23.66	\$11.50	\$11.32	\$0.00	\$46.48
3	70	\$27.60	\$11.50	\$11.94	\$0.00	\$51.04
4	80	\$31.54	\$11.50	\$12.56	\$0.00	\$55.60

Effective Date - 09/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.62	\$11.50	\$10.70	\$0.00	\$42.82
2	60	\$24.74	\$11.50	\$11.32	\$0.00	\$47.56
3	70	\$28.86	\$11.50	\$11.94	\$0.00	\$52.30
4	80	\$32.98	\$11.50	\$12.56	\$0.00	\$57.04

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 37</i>	09/16/2015	\$34.01	\$7.70	\$16.00	\$0.00	\$57.71
	03/16/2016	\$34.71	\$7.70	\$16.00	\$0.00	\$58.41

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - IRONWORKER - Local 37
Effective Date - 09/16/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	70	\$23.81	\$7.70	\$16.00	\$0.00	\$47.51
2	75	\$25.51	\$7.70	\$16.00	\$0.00	\$49.21
3	80	\$27.21	\$7.70	\$16.00	\$0.00	\$50.91
4	85	\$28.91	\$7.70	\$16.00	\$0.00	\$52.61
5	90	\$30.61	\$7.70	\$16.00	\$0.00	\$54.31
6	95	\$32.31	\$7.70	\$16.00	\$0.00	\$56.01

Effective Date - 03/16/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	70	\$24.30	\$7.70	\$16.00	\$0.00	\$48.00
2	75	\$26.03	\$7.70	\$16.00	\$0.00	\$49.73
3	80	\$27.77	\$7.70	\$16.00	\$0.00	\$51.47
4	85	\$29.50	\$7.70	\$16.00	\$0.00	\$53.20
5	90	\$31.24	\$7.70	\$16.00	\$0.00	\$54.94
6	95	\$32.97	\$7.70	\$16.00	\$0.00	\$56.67

Notes:
Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
LABORERS - ZONE 2	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
LABORER	12/01/2015	\$31.15	\$7.45	\$12.65	\$0.00	\$51.25
LABORERS - ZONE 2	06/01/2016	\$31.65	\$7.45	\$12.65	\$0.00	\$51.75
	12/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - LABORER - Zone 2

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.69	\$7.45	\$12.65	\$0.00	\$38.79
2	70	\$21.81	\$7.45	\$12.65	\$0.00	\$41.91
3	80	\$24.92	\$7.45	\$12.65	\$0.00	\$45.02
4	90	\$28.04	\$7.45	\$12.65	\$0.00	\$48.14

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.99	\$7.45	\$12.65	\$0.00	\$39.09
2	70	\$22.16	\$7.45	\$12.65	\$0.00	\$42.26
3	80	\$25.32	\$7.45	\$12.65	\$0.00	\$45.42
4	90	\$28.49	\$7.45	\$12.65	\$0.00	\$48.59

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER LABORERS - ZONE 2	12/01/2015	\$31.15	\$7.45	\$12.65	\$0.00	\$51.25
	06/01/2016	\$31.65	\$7.45	\$12.65	\$0.00	\$51.75
	12/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	12/01/2015	\$31.15	\$7.45	\$12.65	\$0.00	\$51.25
	06/01/2016	\$31.65	\$7.45	\$12.65	\$0.00	\$51.75
	12/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2	12/01/2015	\$31.35	\$7.45	\$12.60	\$0.00	\$51.40
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER LABORERS - ZONE 2	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 2	12/01/2015	\$31.15	\$7.45	\$12.65	\$0.00	\$51.25
	06/01/2016	\$31.65	\$7.45	\$12.65	\$0.00	\$51.75
	12/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER LABORERS - ZONE 2	12/01/2015	\$31.15	\$7.45	\$12.65	\$0.00	\$51.25
	06/01/2016	\$31.65	\$7.45	\$12.65	\$0.00	\$51.75
	12/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR LABORERS - ZONE 2	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE & TILE FINISHERS	02/01/2016	\$38.08	\$10.18	\$17.70	\$0.00	\$65.96
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2016	\$38.78	\$10.18	\$17.78	\$0.00	\$66.74
	02/01/2017	\$39.24	\$10.18	\$17.78	\$0.00	\$67.20

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.04	\$10.18	\$17.70	\$0.00	\$46.92
2	60	\$22.85	\$10.18	\$17.70	\$0.00	\$50.73
3	70	\$26.66	\$10.18	\$17.70	\$0.00	\$54.54
4	80	\$30.46	\$10.18	\$17.70	\$0.00	\$58.34
5	90	\$34.27	\$10.18	\$17.70	\$0.00	\$62.15

Effective Date - 08/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.39	\$10.18	\$17.78	\$0.00	\$47.35
2	60	\$23.27	\$10.18	\$17.78	\$0.00	\$51.23
3	70	\$27.15	\$10.18	\$17.78	\$0.00	\$55.11
4	80	\$31.02	\$10.18	\$17.78	\$0.00	\$58.98
5	90	\$34.90	\$10.18	\$17.78	\$0.00	\$62.86

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2016	\$49.90	\$10.18	\$19.14	\$0.00	\$79.22
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2016	\$50.80	\$10.18	\$19.22	\$0.00	\$80.20
	02/01/2017	\$51.37	\$10.18	\$19.22	\$0.00	\$80.77

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile
Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.95	\$10.18	\$19.14	\$0.00	\$54.27
2	60	\$29.94	\$10.18	\$19.14	\$0.00	\$59.26
3	70	\$34.93	\$10.18	\$19.14	\$0.00	\$64.25
4	80	\$39.92	\$10.18	\$19.14	\$0.00	\$69.24
5	90	\$44.91	\$10.18	\$19.14	\$0.00	\$74.23

Effective Date - 08/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.40	\$10.18	\$19.22	\$0.00	\$54.80
2	60	\$30.48	\$10.18	\$19.22	\$0.00	\$59.88
3	70	\$35.56	\$10.18	\$19.22	\$0.00	\$64.96
4	80	\$40.64	\$10.18	\$19.22	\$0.00	\$70.04
5	90	\$45.72	\$10.18	\$19.22	\$0.00	\$75.12

Notes:
Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 2)	04/01/2015	\$34.69	\$9.80	\$16.21	\$0.00	\$60.70
MILLWRIGHTS LOCAL 1121 - Zone 2						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MILLWRIGHT - Local 1121 Zone 2

Effective Date - 04/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$19.08	\$9.80	\$4.48	\$0.00	\$33.36
2	65	\$22.55	\$9.80	\$13.36	\$0.00	\$45.71
3	75	\$26.02	\$9.80	\$14.18	\$0.00	\$50.00
4	85	\$29.49	\$9.80	\$14.99	\$0.00	\$54.28

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER LABORERS - ZONE 2	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2015	\$22.27	\$10.00	\$14.90	\$0.00	\$47.17
	06/01/2016	\$22.66	\$10.00	\$14.90	\$0.00	\$47.56
	12/01/2016	\$23.31	\$10.00	\$14.90	\$0.00	\$48.21
	06/01/2017	\$23.82	\$10.00	\$14.90	\$0.00	\$48.72
	12/01/2017	\$24.34	\$10.00	\$14.90	\$0.00	\$49.24
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2015	\$26.08	\$10.00	\$14.90	\$0.00	\$50.98
	06/01/2016	\$26.54	\$10.00	\$14.90	\$0.00	\$51.44
	12/01/2016	\$27.29	\$10.00	\$14.90	\$0.00	\$52.19
	06/01/2017	\$27.89	\$10.00	\$14.90	\$0.00	\$52.79
	12/01/2017	\$28.50	\$10.00	\$14.90	\$0.00	\$53.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS**Effective Date - 01/01/2016**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.76	\$7.85	\$0.00	\$0.00	\$32.61
2	55	\$27.23	\$7.85	\$3.66	\$0.00	\$38.74
3	60	\$29.71	\$7.85	\$3.99	\$0.00	\$41.55
4	65	\$32.18	\$7.85	\$4.32	\$0.00	\$44.35
5	70	\$34.66	\$7.85	\$14.11	\$0.00	\$56.62
6	75	\$37.13	\$7.85	\$14.44	\$0.00	\$59.42
7	80	\$39.61	\$7.85	\$14.77	\$0.00	\$62.23
8	90	\$44.56	\$7.85	\$15.44	\$0.00	\$67.85

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.23	\$7.85	\$0.00	\$0.00	\$33.08
2	55	\$27.75	\$7.85	\$3.66	\$0.00	\$39.26
3	60	\$30.28	\$7.85	\$3.99	\$0.00	\$42.12
4	65	\$32.80	\$7.85	\$4.32	\$0.00	\$44.97
5	70	\$35.32	\$7.85	\$14.11	\$0.00	\$57.28
6	75	\$37.85	\$7.85	\$14.44	\$0.00	\$60.14
7	80	\$40.37	\$7.85	\$14.77	\$0.00	\$62.99
8	90	\$45.41	\$7.85	\$15.44	\$0.00	\$68.70

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *

* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

01/01/2016	\$40.41	\$7.85	\$16.10	\$0.00	\$64.36
07/01/2016	\$41.36	\$7.85	\$16.10	\$0.00	\$65.31
01/01/2017	\$42.31	\$7.85	\$16.10	\$0.00	\$66.26

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New**Effective Date -** 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.21	\$7.85	\$0.00	\$0.00	\$28.06
2	55	\$22.23	\$7.85	\$3.66	\$0.00	\$33.74
3	60	\$24.25	\$7.85	\$3.99	\$0.00	\$36.09
4	65	\$26.27	\$7.85	\$4.32	\$0.00	\$38.44
5	70	\$28.29	\$7.85	\$14.11	\$0.00	\$50.25
6	75	\$30.31	\$7.85	\$14.44	\$0.00	\$52.60
7	80	\$32.33	\$7.85	\$14.77	\$0.00	\$54.95
8	90	\$36.37	\$7.85	\$15.44	\$0.00	\$59.66

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.68	\$7.85	\$0.00	\$0.00	\$28.53
2	55	\$22.75	\$7.85	\$3.66	\$0.00	\$34.26
3	60	\$24.82	\$7.85	\$3.99	\$0.00	\$36.66
4	65	\$26.88	\$7.85	\$4.32	\$0.00	\$39.05
5	70	\$28.95	\$7.85	\$14.11	\$0.00	\$50.91
6	75	\$31.02	\$7.85	\$14.44	\$0.00	\$53.31
7	80	\$33.09	\$7.85	\$14.77	\$0.00	\$55.71
8	90	\$37.22	\$7.85	\$15.44	\$0.00	\$60.51

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)

PAINTERS LOCAL 35 - ZONE 2

01/01/2016	\$38.47	\$7.85	\$16.10	\$0.00	\$62.42
07/01/2016	\$39.42	\$7.85	\$16.10	\$0.00	\$63.37
01/01/2017	\$40.37	\$7.85	\$16.10	\$0.00	\$64.32

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.24	\$7.85	\$0.00	\$0.00	\$27.09
2	55	\$21.16	\$7.85	\$3.66	\$0.00	\$32.67
3	60	\$23.08	\$7.85	\$3.99	\$0.00	\$34.92
4	65	\$25.01	\$7.85	\$4.32	\$0.00	\$37.18
5	70	\$26.93	\$7.85	\$14.11	\$0.00	\$48.89
6	75	\$28.85	\$7.85	\$14.44	\$0.00	\$51.14
7	80	\$30.78	\$7.85	\$14.77	\$0.00	\$53.40
8	90	\$34.62	\$7.85	\$15.44	\$0.00	\$57.91

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.71	\$7.85	\$0.00	\$0.00	\$27.56
2	55	\$21.68	\$7.85	\$3.66	\$0.00	\$33.19
3	60	\$23.65	\$7.85	\$3.99	\$0.00	\$35.49
4	65	\$25.62	\$7.85	\$4.32	\$0.00	\$37.79
5	70	\$27.59	\$7.85	\$14.11	\$0.00	\$49.55
6	75	\$29.57	\$7.85	\$14.44	\$0.00	\$51.86
7	80	\$31.54	\$7.85	\$14.77	\$0.00	\$54.16
8	90	\$35.48	\$7.85	\$15.44	\$0.00	\$58.77

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)	12/01/2015	\$31.15	\$7.45	\$12.65	\$0.00	\$51.25
LABORERS - ZONE 2	06/01/2016	\$31.65	\$7.45	\$12.65	\$0.00	\$51.75
	12/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *	01/01/2016	\$39.01	\$7.85	\$16.10	\$0.00	\$62.96
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.91
	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW**Effective Date - 01/01/2016**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.51	\$7.85	\$0.00	\$0.00	\$27.36
2	55	\$21.46	\$7.85	\$3.66	\$0.00	\$32.97
3	60	\$23.41	\$7.85	\$3.99	\$0.00	\$35.25
4	65	\$25.36	\$7.85	\$4.32	\$0.00	\$37.53
5	70	\$27.31	\$7.85	\$14.11	\$0.00	\$49.27
6	75	\$29.26	\$7.85	\$14.44	\$0.00	\$51.55
7	80	\$31.21	\$7.85	\$14.77	\$0.00	\$53.83
8	90	\$35.11	\$7.85	\$15.44	\$0.00	\$58.40

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.98	\$7.85	\$0.00	\$0.00	\$27.83
2	55	\$21.98	\$7.85	\$3.66	\$0.00	\$33.49
3	60	\$23.98	\$7.85	\$3.99	\$0.00	\$35.82
4	65	\$25.97	\$7.85	\$4.32	\$0.00	\$38.14
5	70	\$27.97	\$7.85	\$14.11	\$0.00	\$49.93
6	75	\$29.97	\$7.85	\$14.44	\$0.00	\$52.26
7	80	\$31.97	\$7.85	\$14.77	\$0.00	\$54.59
8	90	\$35.96	\$7.85	\$15.44	\$0.00	\$59.25

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 2

01/01/2016	\$37.07	\$7.85	\$16.10	\$0.00	\$61.02
07/01/2016	\$38.02	\$7.85	\$16.10	\$0.00	\$61.97
01/01/2017	\$38.97	\$7.85	\$16.10	\$0.00	\$62.92

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT**Effective Date -** 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.54	\$7.85	\$0.00	\$0.00	\$26.39
2	55	\$20.39	\$7.85	\$3.66	\$0.00	\$31.90
3	60	\$22.24	\$7.85	\$3.99	\$0.00	\$34.08
4	65	\$24.10	\$7.85	\$4.32	\$0.00	\$36.27
5	70	\$25.95	\$7.85	\$14.11	\$0.00	\$47.91
6	75	\$27.80	\$7.85	\$14.44	\$0.00	\$50.09
7	80	\$29.66	\$7.85	\$14.77	\$0.00	\$52.28
8	90	\$33.36	\$7.85	\$15.44	\$0.00	\$56.65

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.01	\$7.85	\$0.00	\$0.00	\$26.86
2	55	\$20.91	\$7.85	\$3.66	\$0.00	\$32.42
3	60	\$22.81	\$7.85	\$3.99	\$0.00	\$34.65
4	65	\$24.71	\$7.85	\$4.32	\$0.00	\$36.88
5	70	\$26.61	\$7.85	\$14.11	\$0.00	\$48.57
6	75	\$28.52	\$7.85	\$14.44	\$0.00	\$50.81
7	80	\$30.42	\$7.85	\$14.77	\$0.00	\$53.04
8	90	\$34.22	\$7.85	\$15.44	\$0.00	\$57.51

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$42.04	\$9.80	\$19.23	\$0.00	\$71.07
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$42.04	\$9.80	\$19.23	\$0.00	\$71.07

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PILE DRIVER - Local 56 Zone 1
Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.02	\$9.80	\$19.23	\$0.00	\$50.05
2	60	\$25.22	\$9.80	\$19.23	\$0.00	\$54.25
3	70	\$29.43	\$9.80	\$19.23	\$0.00	\$58.46
4	75	\$31.53	\$9.80	\$19.23	\$0.00	\$60.56
5	80	\$33.63	\$9.80	\$19.23	\$0.00	\$62.66
6	80	\$33.63	\$9.80	\$19.23	\$0.00	\$62.66
7	90	\$37.84	\$9.80	\$19.23	\$0.00	\$66.87
8	90	\$37.84	\$9.80	\$19.23	\$0.00	\$66.87

Notes:
Apprentice to Journeyworker Ratio:1:3

PIPELAYER	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
LABORERS - ZONE 2	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

PLUMBER & PIPEFITTER	09/01/2015	\$36.88	\$11.00	\$15.85	\$0.00	\$63.73
PLUMBERS & PIPEFITTERS LOCAL 51	03/01/2016	\$37.63	\$11.00	\$15.85	\$0.00	\$64.48

Apprentice - PLUMBER/PIPEFITTER - Local 51
Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.75	\$11.00	\$1.50	\$0.00	\$27.25
2	50	\$18.44	\$11.00	\$1.50	\$0.00	\$30.94
3	60	\$22.13	\$11.00	\$7.85	\$0.00	\$40.98
4	70	\$25.82	\$11.00	\$11.66	\$0.00	\$48.48
5	80	\$29.50	\$11.00	\$14.20	\$0.00	\$54.70

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.05	\$11.00	\$1.50	\$0.00	\$27.55
2	50	\$18.82	\$11.00	\$1.50	\$0.00	\$31.32
3	60	\$22.58	\$11.00	\$7.85	\$0.00	\$41.43
4	70	\$26.34	\$11.00	\$11.66	\$0.00	\$49.00
5	80	\$30.10	\$11.00	\$14.20	\$0.00	\$55.30

Notes:

Steps 2000hrs. Prior 9/1/05; 40/40/45/50/55/60/65/75/80/85

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	09/01/2015	\$36.88	\$11.00	\$15.85	\$0.00	\$63.73
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/01/2016	\$37.63	\$11.00	\$15.85	\$0.00	\$64.48
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	12/01/2015	\$32.15	\$7.45	\$12.65	\$0.00	\$52.25
	06/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$33.40	\$7.45	\$12.65	\$0.00	\$53.50
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2015	\$30.13	\$10.00	\$14.90	\$0.00	\$55.03
	06/01/2016	\$30.65	\$10.00	\$14.90	\$0.00	\$55.55
	12/01/2016	\$31.52	\$10.00	\$14.90	\$0.00	\$56.42
	06/01/2017	\$32.21	\$10.00	\$14.90	\$0.00	\$57.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$32.90	\$10.00	\$14.90	\$0.00	\$57.80
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 59</i>	06/01/2008	\$19.00	\$5.10	\$4.21	\$0.00	\$28.31
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
RESIDENTIAL WOOD FRAME (All Other Work) <i>CARPENTERS -ZONE 1 (Residential Wood)</i>	04/01/2011	\$37.25	\$8.67	\$15.51	\$0.00	\$61.43
RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS -ZONE 1 (Residential Wood)</i> As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.	05/01/2011	\$27.49	\$6.34	\$6.23	\$0.00	\$40.06

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - CARPENTER (Residential Wood Frame) - Zone 1

Effective Date - 05/01/2011

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.49	\$6.34	\$0.00	\$0.00	\$22.83
2	60	\$16.49	\$6.34	\$6.23	\$0.00	\$29.06
3	65	\$17.87	\$6.34	\$6.23	\$0.00	\$30.44
4	70	\$19.24	\$6.34	\$6.23	\$0.00	\$31.81
5	75	\$20.62	\$6.34	\$6.23	\$0.00	\$33.19
6	80	\$21.99	\$6.34	\$6.23	\$0.00	\$34.56
7	85	\$23.37	\$6.34	\$6.23	\$0.00	\$35.94
8	90	\$24.74	\$6.34	\$6.23	\$0.00	\$37.31

Notes:

Apprentice to Journeyworker Ratio:1:5

RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
LABORERS - ZONE 2	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

ROLLER/SPREADER/MULCHING MACHINE	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Inc.Roofing Waterproofing &Roofing Damproofing)	02/01/2016	\$40.11	\$11.00	\$12.90	\$0.00	\$64.01
ROOFERS LOCAL 33						

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.06	\$11.00	\$3.39	\$0.00	\$34.45
2	60	\$24.07	\$11.00	\$12.90	\$0.00	\$47.97
3	65	\$26.07	\$11.00	\$12.90	\$0.00	\$49.97
4	75	\$30.08	\$11.00	\$12.90	\$0.00	\$53.98
5	85	\$34.09	\$11.00	\$12.90	\$0.00	\$57.99

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE	02/01/2016	\$40.36	\$11.00	\$12.90	\$0.00	\$64.26
ROOFERS LOCAL 33						

For apprentice rates see "Apprentice- ROOFER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER	10/01/2015	\$36.10	\$10.20	\$13.72	\$1.79	\$61.81
<i>SHEETMETAL WORKERS LOCAL 17 - B</i>	04/01/2016	\$36.60	\$10.20	\$13.72	\$1.79	\$62.31

Apprentice - SHEET METAL WORKER - Local 17-B

Effective Date - 10/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.44	\$10.20	\$3.28	\$0.84	\$28.76
2	45	\$16.25	\$10.20	\$3.69	\$0.91	\$31.05
3	50	\$18.05	\$10.20	\$8.57	\$1.11	\$37.93
4	55	\$19.86	\$10.20	\$8.57	\$1.17	\$39.80
5	60	\$21.66	\$10.20	\$11.17	\$1.29	\$44.32
6	65	\$23.47	\$10.20	\$11.38	\$1.35	\$46.40
7	70	\$25.27	\$10.20	\$11.60	\$1.41	\$48.48
8	75	\$27.08	\$10.20	\$11.82	\$1.47	\$50.57
9	80	\$28.88	\$10.20	\$12.03	\$1.53	\$52.64
10	85	\$30.69	\$10.20	\$12.25	\$1.59	\$54.73

Effective Date - 04/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.64	\$10.20	\$3.28	\$0.84	\$28.96
2	45	\$16.47	\$10.20	\$3.69	\$0.91	\$31.27
3	50	\$18.30	\$10.20	\$8.57	\$1.11	\$38.18
4	55	\$20.13	\$10.20	\$8.57	\$1.17	\$40.07
5	60	\$21.96	\$10.20	\$11.17	\$1.30	\$44.63
6	65	\$23.79	\$10.20	\$11.38	\$1.36	\$46.73
7	70	\$25.62	\$10.20	\$11.60	\$1.42	\$48.84
8	75	\$27.45	\$10.20	\$11.82	\$1.48	\$50.95
9	80	\$29.28	\$10.20	\$12.03	\$1.55	\$53.06
10	85	\$31.11	\$10.20	\$12.25	\$1.61	\$55.17

Notes:

Apprentice to Journeyworker Ratio:1:3

SIGN ERECTOR	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
<i>PAINTERS LOCAL 35 - ZONE 2</i>						

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SIGN ERECTOR - Local 35 Zone 2
Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1
SPECIALIZED EARTH MOVING EQUIP < 35 TONS
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B

12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24

SPECIALIZED EARTH MOVING EQUIP > 35 TONS
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B

12/01/2015	\$32.23	\$10.41	\$10.08	\$0.00	\$52.72
06/01/2016	\$32.73	\$10.41	\$10.08	\$0.00	\$53.22
08/01/2016	\$32.73	\$10.91	\$10.08	\$0.00	\$53.72
12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53

SPRINKLER FITTER
SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2

01/01/2016	\$48.99	\$8.67	\$15.80	\$0.00	\$73.46
03/01/2016	\$49.89	\$8.67	\$15.80	\$0.00	\$74.36
10/01/2016	\$50.93	\$8.67	\$15.80	\$0.00	\$75.40
03/01/2017	\$51.83	\$8.67	\$15.80	\$0.00	\$76.30

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SPRINKLER FITTER - Local 550 (Section B) Zone 2
Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.15	\$8.67	\$8.55	\$0.00	\$34.37
2	40	\$19.60	\$8.67	\$8.55	\$0.00	\$36.82
3	45	\$22.05	\$8.67	\$8.55	\$0.00	\$39.27
4	50	\$24.50	\$8.67	\$8.55	\$0.00	\$41.72
5	55	\$26.94	\$8.67	\$8.55	\$0.00	\$44.16
6	60	\$29.39	\$8.67	\$8.55	\$0.00	\$46.61
7	65	\$31.84	\$8.67	\$8.55	\$0.00	\$49.06
8	70	\$34.29	\$8.67	\$8.55	\$0.00	\$51.51
9	75	\$36.74	\$8.67	\$8.55	\$0.00	\$53.96
10	80	\$39.19	\$8.67	\$8.55	\$0.00	\$56.41

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.46	\$8.67	\$8.55	\$0.00	\$34.68
2	40	\$19.96	\$8.67	\$8.55	\$0.00	\$37.18
3	45	\$22.45	\$8.67	\$8.55	\$0.00	\$39.67
4	50	\$24.95	\$8.67	\$8.55	\$0.00	\$42.17
5	55	\$27.44	\$8.67	\$8.55	\$0.00	\$44.66
6	60	\$29.93	\$8.67	\$8.55	\$0.00	\$47.15
7	65	\$32.43	\$8.67	\$8.55	\$0.00	\$49.65
8	70	\$34.92	\$8.67	\$8.55	\$0.00	\$52.14
9	75	\$37.42	\$8.67	\$8.55	\$0.00	\$54.64
10	80	\$39.91	\$8.67	\$8.55	\$0.00	\$57.13

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2015	\$32.56	\$8.40	\$9.59	\$0.00	\$50.55
	09/01/2016	\$33.33	\$8.90	\$9.78	\$0.00	\$52.01

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - TELECOMMUNICATION TECHNICIAN - Local 223

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: See Electrician Apprentice Wages

Steps are 750hrs

Telecom Apprentice Wages shall be the same as the Electrician Apprentice Wages

Apprentice to Journeyworker Ratio:2:3

TERRAZZO FINISHERS	02/01/2016	\$48.80	\$10.18	\$19.14	\$0.00	\$78.12
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2016	\$49.70	\$10.18	\$19.22	\$0.00	\$79.10
	02/01/2017	\$50.27	\$10.18	\$19.22	\$0.00	\$79.67

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.40	\$10.18	\$19.14	\$0.00	\$53.72
2	60	\$29.28	\$10.18	\$19.14	\$0.00	\$58.60
3	70	\$34.16	\$10.18	\$19.14	\$0.00	\$63.48
4	80	\$39.04	\$10.18	\$19.14	\$0.00	\$68.36
5	90	\$43.92	\$10.18	\$19.14	\$0.00	\$73.24

Effective Date - 08/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.85	\$10.18	\$19.22	\$0.00	\$54.25
2	60	\$29.82	\$10.18	\$19.22	\$0.00	\$59.22
3	70	\$34.79	\$10.18	\$19.22	\$0.00	\$64.19
4	80	\$39.76	\$10.18	\$19.22	\$0.00	\$69.16
5	90	\$44.73	\$10.18	\$19.22	\$0.00	\$74.13

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER	12/01/2015	\$36.70	\$7.45	\$13.75	\$0.00	\$57.90
LABORERS - FOUNDATION AND MARINE	06/01/2016	\$37.45	\$7.45	\$13.75	\$0.00	\$58.65
	12/01/2016	\$38.45	\$7.45	\$13.75	\$0.00	\$59.65

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER	12/01/2015	\$35.42	\$7.45	\$13.75	\$0.00	\$56.62
LABORERS - FOUNDATION AND MARINE	06/01/2016	\$36.17	\$7.45	\$13.75	\$0.00	\$57.37
	12/01/2016	\$37.17	\$7.45	\$13.75	\$0.00	\$58.37

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER	12/01/2015	\$35.30	\$7.45	\$13.75	\$0.00	\$56.50
LABORERS - FOUNDATION AND MARINE	06/01/2016	\$36.05	\$7.45	\$13.75	\$0.00	\$57.25
	12/01/2016	\$37.05	\$7.45	\$13.75	\$0.00	\$58.25

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$32.52	\$10.41	\$10.08	\$0.00	\$53.01
	06/01/2016	\$33.02	\$10.41	\$10.08	\$0.00	\$53.51
	08/01/2016	\$33.02	\$10.91	\$10.08	\$0.00	\$54.01
	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2015	\$47.58	\$7.45	\$14.15	\$0.00	\$69.18
	06/01/2016	\$48.33	\$7.45	\$14.15	\$0.00	\$69.93
	12/01/2016	\$49.33	\$7.45	\$14.15	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2015	\$49.58	\$7.45	\$14.15	\$0.00	\$71.18
	06/01/2016	\$50.33	\$7.45	\$14.15	\$0.00	\$71.93
	12/01/2016	\$51.33	\$7.45	\$14.15	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2015	\$39.65	\$7.45	\$14.15	\$0.00	\$61.25
	06/01/2016	\$40.40	\$7.45	\$14.15	\$0.00	\$62.00
	12/01/2016	\$41.40	\$7.45	\$14.15	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2015	\$41.65	\$7.45	\$14.15	\$0.00	\$63.25
	06/01/2016	\$42.40	\$7.45	\$14.15	\$0.00	\$64.00
	12/01/2016	\$43.40	\$7.45	\$14.15	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	09/01/2015	\$36.88	\$11.00	\$15.85	\$0.00	\$63.73
	03/01/2016	\$37.63	\$11.00	\$15.85	\$0.00	\$64.48
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Outside Electrical - East

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2015	\$26.11	\$7.25	\$1.78	\$0.00	\$35.14
	08/28/2016	\$26.61	\$7.50	\$1.80	\$0.00	\$35.91
	09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2015	\$36.98	\$7.25	\$8.12	\$0.00	\$52.35
	08/28/2016	\$37.70	\$7.50	\$8.87	\$0.00	\$54.07
	09/03/2017	\$38.45	\$7.75	\$9.53	\$0.00	\$55.73
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2015	\$30.46	\$7.25	\$8.34	\$0.00	\$46.05
	08/28/2016	\$31.05	\$7.50	\$8.89	\$0.00	\$47.44
	09/03/2017	\$31.66	\$7.75	\$9.44	\$0.00	\$48.85
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2015	\$23.93	\$7.25	\$1.72	\$0.00	\$32.90
	08/28/2016	\$24.39	\$7.50	\$1.73	\$0.00	\$33.62
	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2015	\$36.98	\$7.25	\$12.29	\$0.00	\$56.52
	08/28/2016	\$37.70	\$7.50	\$12.95	\$0.00	\$58.15
	09/03/2017	\$38.45	\$7.75	\$13.61	\$0.00	\$59.81
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2015	\$32.63	\$7.25	\$9.05	\$0.00	\$48.93
	08/28/2016	\$33.26	\$7.50	\$9.63	\$0.00	\$50.39
	09/03/2017	\$33.92	\$7.75	\$10.21	\$0.00	\$51.88
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2015	\$23.93	\$7.25	\$1.72	\$0.00	\$32.90
	08/28/2016	\$24.39	\$7.50	\$1.73	\$0.00	\$33.62
	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2015	\$19.58	\$7.25	\$1.59	\$0.00	\$28.42
	08/28/2016	\$19.96	\$7.50	\$1.60	\$0.00	\$29.06
	09/03/2017	\$20.35	\$7.75	\$1.61	\$0.00	\$29.71
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2015	\$43.51	\$7.25	\$15.06	\$0.00	\$65.82
	08/28/2016	\$44.35	\$7.50	\$15.83	\$0.00	\$67.68
	09/03/2017	\$45.23	\$7.75	\$16.61	\$0.00	\$69.59

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 08/30/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$26.11	\$7.25	\$3.28	\$0.00	\$36.64
2	65	\$28.28	\$7.25	\$3.35	\$0.00	\$38.88
3	70	\$30.46	\$7.25	\$3.41	\$0.00	\$41.12
4	75	\$32.63	\$7.25	\$4.98	\$0.00	\$44.86
5	80	\$34.81	\$7.25	\$5.04	\$0.00	\$47.10
6	85	\$36.98	\$7.25	\$5.11	\$0.00	\$49.34
7	90	\$39.16	\$7.25	\$7.17	\$0.00	\$53.58

Effective Date - 08/28/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$26.61	\$7.50	\$3.30	\$0.00	\$37.41
2	65	\$28.83	\$7.50	\$3.36	\$0.00	\$39.69
3	70	\$31.05	\$7.50	\$3.43	\$0.00	\$41.98
4	75	\$33.26	\$7.50	\$5.00	\$0.00	\$45.76
5	80	\$35.48	\$7.50	\$5.06	\$0.00	\$48.04
6	85	\$37.70	\$7.50	\$5.13	\$0.00	\$50.33
7	90	\$39.92	\$7.50	\$7.20	\$0.00	\$54.62

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/01/2016	\$28.98	\$4.25	\$3.12	\$0.00	\$36.35
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
<p>This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground.</p> <p>This classification does not apply to wholesale tree removal.</p>						
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

- ** Multiple ratios are listed in the comment field.
- *** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
- **** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.